

**Memorandum of the Meeting
Regular Study Session/Meeting
Twenty-Seventh Town Council of Highland
Monday, January 23, 2012**

The regular study session of the Twenty-Sixth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the plenary meeting chambers on **Monday, January 23, 2012** at the time of 7:09 o'clock p.m.

Silent Roll Call: Councilors Bernie Zemen, Mark Herak, Konnie Kuiper and Brian Novak were present. Councilor Vassar was absent. A quorum was attained. The Clerk-Treasurer Michael W. Griffin was present to memorialize the proceedings.

Others present: John M. Bach, Public Works Director; George Georgeff, Commander in the Metropolitan Police Department; and Ed Dabrowski, IT Director (Contract) were also present.

Ms. Sandra Johnson, Disability Advocate associated with the Indiana Governor's Council for People with Disabilities; and Nick Adams, agent with All-State Insurance were also present.

General Substance of Matters Discussed

1. The Town Council received a presentation from Ms. Sandra Johnson, Disability Advocate associated with the Indiana Governor's Council for People with Disabilities. Ms. Johnson represented that the Indiana Governor's Council wishes to visit a variety public venues such as libraries or grocery stores and retail locations to spot check the veracity of users who are parking in spots reserved for persons with disabilities. If the spot is used illegally, Ms. Johnson noted, the fine can be as high as \$250 per incident.

Ms. Johnson suggested perhaps to dedicate police resources to particularly inform senior citizens of some of the scams that can be executed particularly against them. Ms. Johnson stressed the ideal of promoting safety for the groups for whom she advocates, persons with disabilities that can include persons who may be older. Ms. Johnson also stressed the importance of Title III of the United States Code and its particular application to issues related to ease of access, accommodation and persons with disabilities. Ms. Johnson also stressed the importance of having a Disaster Plan that also notes the provisions of that Act.

A colloquy ensued between Commander Georgeff and Ms. Johnson in which Commander Georgeff shared a number of initiatives already in place of the Metropolitan Police Department, including having Ms. Johnson attend Crime watch and Neighborhood leadership meetings. Commander Georgeff also indicated cooperative measures the Department frequently undertakes with agencies like the North Township Trustee, who hosts a Senior Citizens monthly luncheon.

Ms. Johnson noted that she believed that Highland generally was "good" with regard to these matters. Her emphasis was the Illegal or inappropriate use of the disability parking in a variety of places. Commander Georgeff inquired about funding for Police Officers to perform overtime work for enforcement on these issues she presented. Ms. Johnson indicated that she believed there was funding and she would cooperate in application for these funds. Ms. Johnson met with Commander Georgeff and they would follow-up.

2. Nick Adams, All-State Insurance Agent was present to discuss the recent choice to move from AFLAC to All State as the administrator operator of the Section 125 Plan. With leave from the Town Council, Commander George Georgeff posed some questions regarding the conversion and the importance of the February 1 start time for new plan year as it relates to the Section 125 Plan. Nick Adams indicated that he would be in conference calls regarding the matter with All-State and would bring the Clerk-Treasurer and the Deputy Clerk-Treasurer with the conference call.
3. The Town Council and the Public Works Director discussed the matter of selecting a candidate for the position of Assistant Public Works Director. Mr. Bach indicated that he advertised a range

but the current Wage and Salary Ordinance has a specific bi-weekly salary currently for the General Supervisor of Public Works. It was noted that the advertisement of position included arrange \$58,000 to \$64,000, the high end of which is not currently authorized in the ordinance. The Public Works Director indicated that he believed that the desired candidate may decline unless the offer will allow for a bi-weekly salary leading to the area of \$62,000.

The discussion included a review of the method of the selection. It included a discussion regarding the small committee that was used to interview and review the applications and the applicants. The committee had a representative or representatives from the Board of Waterworks Directors and the Board of Sanitary Commissioners. The Committee culled the many applicants to three, with rankings. The Public Works Director is seeking an amendment to the Wage and Salary Ordinance, to permit an offer to the 1st ranked candidate. There was a colloquy regarding the appropriateness of the level of pay recommended.

4. The Public Works Director reported some status and progress regarding the current Indiana Department of Transportation (INDOT) Indianapolis Boulevard bridge removal project. It was noted that the tunnel linking the Highland Bike Trail to the Wicker Park Bike Trail, was largely completed.
5. The Public Works Director informally discussed the Street Division's response to the recent Snow fall on Friday, January 20.
6. The Public Works Director indicated that representatives of the Waterworks Board of Directors will be meeting with the Town of Munster regarding a recent notification of a desired rate increase by the Hammond Waterworks Department.
7. The Town Council reviewed the current list of likely items for its consideration at the plenary business meeting of Meeting of January 30, 2012.
8. The Town Council inquired about the opportunity to develop a bonus, in the amount of \$500 or based upon what was feasible. The Town Council inquired about the ability to offer raises and a recent article regarding how the Town of Munster paid for a portion of compensation for Radio Dispatchers. This could be discussed at the next study session.
9. *With leave from the Town Council*, Mark Harrison, 3004 Garfield, Highland expressed his position regarding the merits of granting the pending tax abatement requested at the southwest corner of Ridge Road and Cline Avenue, by a *Fred Terpstra* for Culver's Butter Burger Franchise Restaurant. Mr. Harrison expressed his belief that the development would go forward without the tax abatement. A colloquy between and among some members of the Town Council and Mr. Harrison regarding the competing merits of the tax abatement.

There being no further business to be discussed by the Town Council, the regular study session of the Town Council of **Monday, January 23, 2012**, was adjourned at 8:33 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA
Clerk-Treasurer